



OFFICE OF THE SECRETARY OF DEFENSE
1950 DEFENSE PENTAGON
WASHINGTON, DC 20301-1950



October 17, 2001

ADMINISTRATION &
MANAGEMENT

MEMORANDUM FOR CHAIRMAN, JOINT CHIEFS OF STAFF
UNDER SECRETARIES OF DEFENSE
DIRECTOR, DEFENSE RESEARCH AND ENGINEERING
ASSISTANT SECRETARIES OF DEFENSE
GENERAL COUNSEL OF THE DEPARTMENT OF DEFENSE
DIRECTOR, OPERATIONAL TEST AND EVALUATION
ASSISTANTS TO THE SECRETARY OF DEFENSE
DIRECTOR, ADMINISTRATION AND MANAGEMENT
DIRECTOR, BALLISTIC MISSILE DEFENSE ORGANIZATION
DIRECTOR, DEFENSE ADVANCED RESEARCH PROJECTS
AGENCY
DIRECTOR, DEFENSE LEGAL SERVICES AGENCY
DIRECTOR, DEFENSE SECURITY ASSISTANCE AGENCY
DIRECTOR, AMERICAN FORCES INFORMATION SERVICE
DIRECTOR, DEFENSE TRICARE MANAGEMENT ACTIVITY
DIRECTOR, DEFENSE PRISONER OF WAR/MISSING
PERSONNEL OFFICE
DIRECTOR, OFFICE OF ECONOMIC ADJUSTMENT
CHIEF JUDGE, U.S. COURT OF APPEALS FOR THE
ARMED FORCES

SUBJECT: Secretary of Defense Medal for the Defense of Freedom

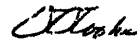
The Under Secretary of Defense for Force Management Policy announced the creation of the Secretary of Defense Medal for the Defense of Freedom (attached). It was created to recognize and honor our employees who were killed or wounded during the terrorist attacks of September 11, 2001.

Authority for this award was delegated to the Heads of DoD Components. For purposes of this award, DoD Component Head applies to the Office of the Secretary of Defense, the Military Departments, the Chairman of the Joint Chiefs of Staff, the Combatant Commands, the Inspector General of the Department of Defense, the Defense Agencies, and the DoD Field Activities. DoD 1400.25-M, Subchapter 451, gives the Director, Administration and Management the authority to administer the DoD-level civilian honorary awards program. The Medal for the Defense of Freedom is included in the DoD-level awards program. The Director, Administration and Management retains the authority to approve the award with the Director, Personnel and Security, Washington Headquarters Services, processing the award.

This Medal differs from other medals in that it is not "recommended." The employee is "entitled" to the medal if the employee is eligible (see Section 3 of attachment) and if the conditions or criteria are present (see Section 4 of attachment). The medal shall be awarded to employees who are killed or sustained serious injury due to hostile action against the United States, or killed or wounded while rescuing or attempting to rescue any other employee or individual subjected to injuries sustained under such conditions. The wound for which the award is made must have required treatment by a medical officer, and records of medical treatment for wounds or injuries received in action must have been made a matter of official record.

Submissions for the Medal for the Defense of Freedom must include a copy of the official record of medical treatment for an injury or a confirmation of death. Forward a memorandum signed by the Component Head to the Assistant Director, Labor and Management Employee Relations Division, Directorate for Personnel and Security, Washington Headquarters Services through the Director, Administration and Management.

If you have any questions, please contact Mr. Joseph Stormer at (703) 588-0433 or Ms. Amy Hunt at (703) 588-0439.



D. O. Cooke
Director

Attachment:
As stated



ASSISTANT SECRETARY OF DEFENSE
4000 DEFENSE PENTAGON
WASHINGTON, DC 20301-4000

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RCE MANAGEMENT
POLICY

MEMORANDUM FOR SECRETARIES OF THE MILITARY SERVICES
CHAIRMAN OF THE JOINT CHIEFS OF STAFF
UNDER SECRETARIES OF DEFENSE
DIRECTOR, DEFENSE RESEARCH AND ENGINEERING
ASSISTANT SECRETARIES OF DEFENSE
GENERAL COUNSEL OF THE DEPARTMENT OF DEFENSE
INSPECTOR GENERAL OF THE DEPARTMENT OF DEFENSE
DIRECTOR, OPERATIONAL TEST AND EVALUATION
DIRECTOR, ADMINISTRATION AND MANAGEMENT
DIRECTORS OF THE DEFENSE AGENCIES
DIRECTORS OF THE DOD FIELD ACTIVITIES

SUBJECT: Secretary of Defense Medal for the Defense of Freedom

I am pleased to announce that the Secretary of Defense has approved a new medal for civilian employees of the Department. The Defense of Freedom medal, created to recognize and honor our employees who were killed or wounded during the terrorist attacks of September 11, 2001, is the civilian equivalent of the Purple Heart medal awarded to our military personnel. The award of this medal acknowledges the fidelity and essential service of the Department's civilian workforce killed or wounded and will be used to recognize future sacrifices of Department employees supporting and maintaining the security of the nation.

Authority is delegated to the Heads of the DoD Components to approve and administer the medal for their respective employees. The attached administrative instructions establish the criteria and outline the conditions of eligibility.

Questions concerning this matter may be directed to Ms. Patricia Miles. She can be contacted at (703) 696-1211.


Charles S. Abell

Attachment:
As stated



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**"SECRETARY OF DEFENSE
MEDAL FOR THE DEFENSE OF FREEDOM"
for
Civilian Employees of the Department of Defense
Killed or Injured in the Line of Duty**

1. Purpose: The "DEFENSE OF FREEDOM" medal is established to acknowledge civilian employees of the Department of Defense (DoD), who are killed or wounded in the line of duty. The medal symbolizes the extraordinary fidelity and essential service of the Department's civilian workforce who are an integral part of DoD and who contribute to the preservation of national security.

2. Description:

MEDAL: The eagle and shield exemplify the principles of freedom and the defense of these freedoms on which our country is founded. The laurel is emblematic of honor and high achievement.

RIBBON: Red, white and blue are our National colors. The red stripes commemorate valor and sacrifice. The wide blue stripe represents strength. The white stripes symbolize liberty as represented in our national flag. The number of red stripes represents the four terrorist attacks using hijacked airplanes and the single blue stripe represents the terrorist attack on the Pentagon on September 11, 2001. This day, more than ever, united this country and brought to the forefront our heroic civilians.

3. Eligibility: The medal shall be awarded to any DoD civilian employee meeting the definition of "employee" under title 5 United States Code, Section 2105, and who is eligible for an award under DoD 1400.25-M, Subchapter 451, "Awards," including employees of non-appropriated fund activities, when killed or wounded by hostile action while serving under any competent authority of the Department under conditions for which a military member would be eligible for receipt of the Purple Heart. Additionally, the Secretary of Defense has discretionary authority to award this medal to non-Defense personnel who are otherwise qualified to be awarded the medal based on their involvement in DoD activities.

4. Criteria: Eligibility criteria for the medal are aligned as closely as practicable to those for the Purple Heart for members of the Armed Forces; this medal differs from other medals in that it is not "recommended." The employee is "entitled" to the medal if the employee is eligible under Section 3 and if the conditions or criteria in this paragraph are present. Hostile action may involve, but is not limited to, the use of conventional or nuclear weapons, chemical or biological agents, explosives, or missiles. The medal shall be awarded to employees who are killed or sustained serious injury due to hostile action

against the United States of America, or killed or wounded while rescuing or attempting to rescue any other employee or individual subjected to injuries sustained under such conditions. The wound for which the award is made must have required treatment by a medical officer, and records of medical treatment for wounds or injuries received in action must have been made a matter of official record.

5. Limitations on Awarding Medals: The medal is authorized for the incident of death or the first wound suffered under the conditions indicated above. The medal itself may be awarded only once; however, for subsequent events that would require the award of the medal, Components are authorized to select and procure an appropriate device (e.g., a star, struck from the same metal, if possible) to be worn with or on the medal. Not more than one Secretary of Defense Medal for the Defense of Freedom or appropriate device will be authorized for more than one wound or injury received in the same hostile incident.

6. Posthumous Awards: The medal may be awarded posthumously and, when so awarded, may be presented to a representative of the deceased employee's family.

7. Responsibilities and Approval. Heads of DoD Components, as defined in Section B of DoDD 1400.25-M, "DoD Civilian Personnel Management System," are delegated authority for approval of the medal and are assigned responsibility for the procurement, issuance, and administrative procedures for award of the Defense of Freedom Medal to civilian employees within their respective Components. Components are to apply appropriate and prudent screening processes, such as those used in granting other medals or awards to non-U.S. citizens, when granting this medal to eligible non-U.S. citizens.